Secte. II-27—100,000—21-8-48.

Development (1948) Department.

Ms SERIES.

G.O. No. 1281

Dated 15.3.1948

[Despatch Abstract.]

LABOUR : CEMENT INDUSTRY : REPORT OF THE LABOUR INVESTIGATION COMMITTEE : RECORDED.

DEVELOPMENT DEPARTMENT.

Sub: LABOUR - Cement Industry - Report of the Labour Investigation Committee.

The Labour Investigation Committee appointed by the Govt. of India have investigated the conditions of labour in the cement inudstry in India. Chpater IV of the Report deals with the cement facotiries in the Province and Chapter XII contains the summary and conclusions of the Committee on the conditions of labour in the industry as a whole, in India. The remarks of the Commissioner of Labour are at p. 1 c.f.

There are four cement factories in the Province. They are -

(1) The Coimbatore Cement Works, Madukkarai.
(2) The Kistna Cement Works, Mangalagiri, Guntur
(3) The Dalmia Cement Ltd., Dalmiapuram, Trichinopoly.
(4) The Andhra Cement Co Ltd., Bezwada.

They employ in all about 4,000 woekrs on an average. The Committee surved 3 of the factories 1, 2 and 4 above covering about 3,000 workers. The report relating to the Province is noted on below.

WORKING CONDITION AND WELFARE: The working condition in the Madukkarai and Bezwada factories are stated to be on the whole satisfactory. The Committee has reported that the welfare measures provided at Madukkarai and Mangalagiri factories were adequate, that they had well equipped dispensaries with a whole time doctor, grain stores, reading room and library facilities, etc. In the Mangalagiri factory a Welfare Benefit Fund was started to have been instituted from which financial aid was given to workers during periods of sickness and advances made without interest. Except for a ration shop and small dispensary in charge of compounder the Bezwada factory had organised no welfare activities. It is stated that in the Mangalagiri factory there is no dining or rest shed for workers and that water supply is not adequate. No dining shed has been provided in the Bezwada factory also. These defects mentioned by the Committee are matters which can be rectified by the Factory Inspectors by the proper enforcement of the Factories Act. No action by Government is called for.

HOUSING: In all 3 factories surveyed the housing accommodation provided was meagre. There were only 150 houses in the factories at Madukkarai while 2000 workers were employed. The Mangalagiri factory provides only 7% of the workers with any housing. 25% of the workers in Bezwada were provided with housing accommodation and that too in kutcha structures without latrines. The Committee has stated that the conditions of these structures is very unsatisfactory. The C. of L. may be asked to see if the managements of the Bezwada factory could be persuaded to improve the housing of workers.

In 1946, the Associated Cement Company Ltd., submitted to Govt. certain schemes for the provision of housing to their labour at the factories at Mad kkarai and Mangalagiri and applied to Govt. for the grant of subsidy under the Govt. of India scheme of financial assistance for Industrial Housing. They were asked to furnish certain particulars regarding the estimate of cost worked out. Their reply is still awaited.

CONTRACT LABOUR: The Committee has observed that the work in the quarters and packing department is generally executed through the contractors. At the time of survey a third of the 2000 workers at Madukkarai factory were employed under contractors. In the Mangalagiri factory about 500 to 800 men were being employed under contractors as against 600 under the management. In the Bezwada factory, the number employed under contractors was 85 as against 230 employed directly. The Committee is of opinion that the contract system was harmful to the workers and led to their being exploited and has recommended for consideration the abolition of contract system. The Commissioner of Labour has suggested that the terms of thee award in respect of the disputes in the Madukkarai and Dalmiapuram Cement Works may be applied to the two Cement Works.

The dipuste between the workers and the management of the Dalmia Cement Co Ltd., Dalmiapuram was later settled without the need for resorting to adjudication. On the finding of the Adjudicator in the dispute in the Coimbatore Cement Works, Madukkarai, contract system of labour was ordered to be abolished in that factory. It seems desirable that this sytem should be abolished in the other factories also as recommended by the C. of L. He may be asked to advise the managements accordingly. Other than the abolition of contract labour there seems to be no findings of the Adjudicator which can be conveniently commended for adoption in the other factories. For orders whether the Commissioner may be informed at at "A" and "B" above.

The C.L. may be informed at at "A" on p. 2 and

"B" above.

C.P.M./28.2.48

K.G.M(enon)/2.3.
Secretary

H.S(itarama) R(eddi)/4.3.
H.M.(Ind.)

With ref. to orders above a draft memo to the C of L. s submitted for approval. After its issue, the papers ay be recorded in a G.O.

C.P.M./8.3.48

G.O. (Ms) No. 1281 Dev. dated the 15th March 1948

Abstract

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LABOUR - Cement Industry - Report of the Labour Investigation Committee - Reviewed.

/True copy/

11.5.54

Office Assistant,
Madras Record Office, Egmore.

11/5/54

GOVERNMENT OF MADRAS
Development Department.

Memorandum No. 19458-P.IV/48.1 dated the 10th March 1948.

Sub: LABOUR - Cement Industry - Report of the Labour Investigation Committee - Reviewed.

The Government consider that as recommended by the Labour Investigation Committee in their report on the Cement Industry in India, contract system of labour should be abolished in the Cement industry. The Commissioner of Labour is requested to advise the managements of the Kistna Cement Works, Mangalagiri, Guntur; Dalmia Cement Co., Ltd., Dalmiapuram and the Andhra Cement Co Ltd., Bezwada, to abolish contract system of labour in their factories.

The Labour Investigation Committee has pointed out in its report that housing accommodation has been provided only for about 25 per cent of the workers in the Cement Factory at Bezwada belonging to the Andhra Cement Co., Ltd., and that these are kutcha structures with walls and roofs of palmyrah leaves and that their condition is very unsatisfactory. The Commissioner is requested to persuade the management of this factor to improve the housing at present provided for their workers.

K.G. MENON
Secretary to Government.

To the Commissioner of Labour.